

Interactive Activity

We will be starting shortly!

In the chat box please tell us

- *Where you are tuning in from*
- *- What you are currently doing today for work*
- *- What has been your experience with this topic of autism & employment?*

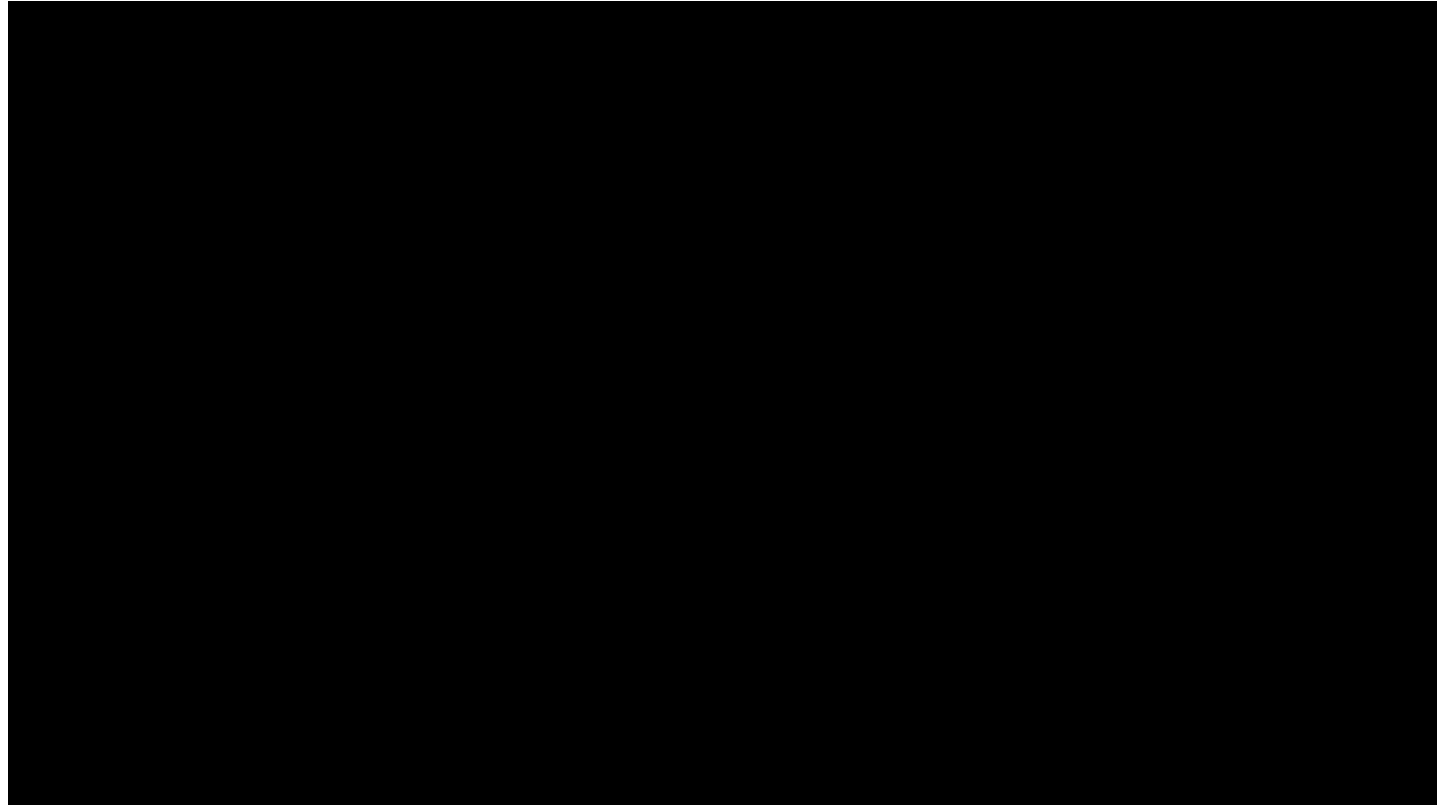


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What Do Reasonable Accommodations for Autistics Look Like in the Workplace

Dr. Kerry Magro Ed.D., CAS

Autistic people
like me just want
a chance to
succeed

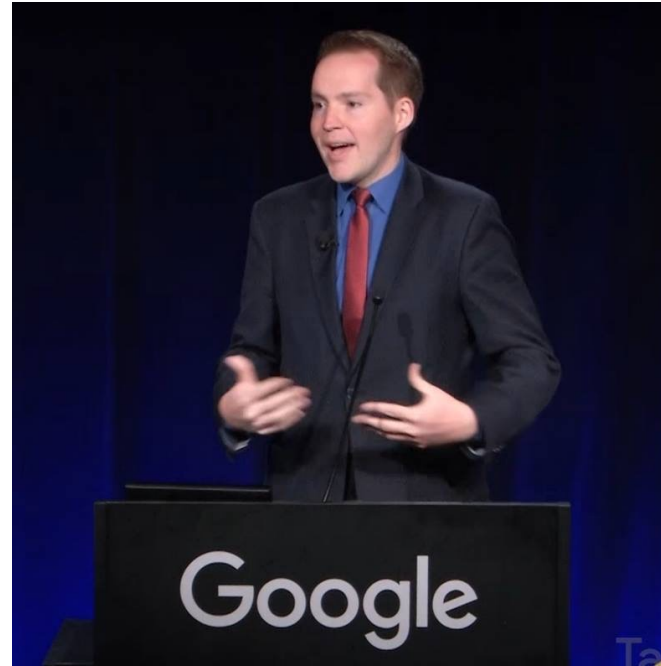


My Background

One of the first professionally certified public speakers who's autistic in the country

Professional Development Training as part of Lunch-And-Learns and other type of events on 'The ROI Benefits of Hiring Autistic People in the Workplace.'

Moderating 'Neurodiversity in the Workforce Panels' comprising all autistic adults to educate employees and leadership on the benefits of tapping into neurodiverse individuals to change how we look at employment for those with autism and other related disabilities



MAPLE LEAF SPORTS + ENTERTAINMENT



DEFINING AUTISM FROM THE HEART



KERRY MAGRO

Autism and Falling in Love To the One That Got Away



Kerry Magro

I Will Light It Up Blue!



By Kerry Magro
Illustrated by Tristan Tait

AUTISTICS ON AUTISM

STORIES YOU NEED TO HEAR ABOUT WHAT HELPED THEM WHILE GROWING UP AND PURSUING THEIR DREAMS



EDITED BY KERRY MAGRO

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DREAM A WHOLE LOT LOUDER



QUEEN LATIFAH DOLLY PARTON KEKE PALMER JEREMY JORDAN
JOYFUL NOISE

JANE WANTS A BOYFRIEND

Not Your Neurotypical Love Story



Mrs. Fletcher

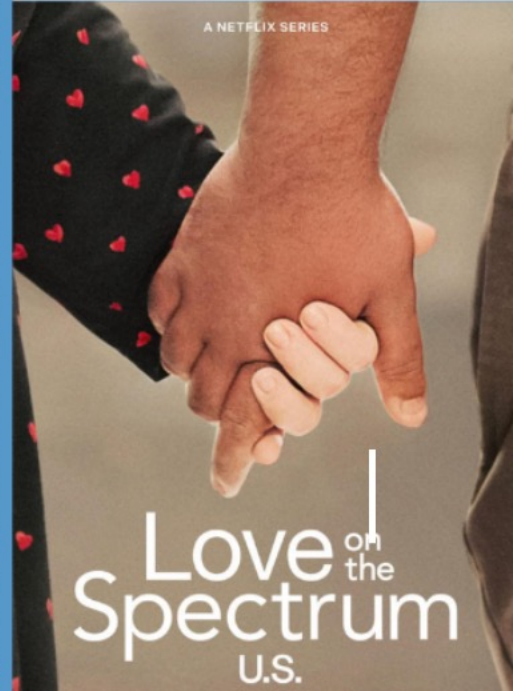
A coming-of-age story.

Based on the bestselling book



AN HBO LIMITED SERIES

A NETFLIX SERIES



Love on the Spectrum U.S.



Every single place I go to speak I bring a tripod and a camera to spotlight self-advocates. Some share their stories around employment:
[Facebook.com/KerrysAutismJourney](https://www.facebook.com/KerrysAutismJourney)

**I'M A 21-YEAR-OLD ON THE AUTISM SPECTRUM WHO
STRUGGLED WITH COMMUNICATION.
NOW I HAVE A JOB AT A CAR WASH!**



Making a Difference for Autism Scholarship Program & Grant Opportunity for Small Businesses That Hire Disabled People

- Filled out paperwork for non-profit status in 2011
- Given out 130 scholarships for adults with autism to attend college in past 8 years
- Given out 15 grants to small businesses hiring people with disabilities
- Give out scholarships every Spring,
- Apply for our Grant and/or Spring scholarship here: www.kfmmakingadifference.org
- Autistics on Autism came out on March 29th on Amazon

AUTISTICS ON AUTISM

STORIES YOU NEED TO HEAR
ABOUT WHAT HELPED THEM
WHILE GROWING UP AND
PURSUING THEIR DREAMS



EDITED BY KERRY MAGRO

First off...

Who likes free stuff?

I'm excited to say I created a list of free autism resources for our community to take advantage of! I wanted to do something to support the community. At the end of the presentation there will be information on how you can take advantage of the list!

I hope to create a list of free disability resources in the future as well.



What is a reasonable accommodation?

- A “reasonable accommodation” is defined as any change or adjustment to a job or work environment that permits a qualified applicant or employee with a disability to participate in the job application process, to perform the essential functions of a job, or to enjoy benefits and privileges of employment equal to those enjoyed by employees without disabilities. – Americans with Disabilities Act of 1990

Job Accommodation Network - free assistance with job accommodations under ADA



Video Credit: Disability Rights Washington

JAN Example: An applicant with autism spectrum disorder applied for a research position with a chemical company

- “He has a verbal communication deficit, though can communicate through handwriting and by e-mail. The employer wanted to provide accommodations during the first stage interview, which involved answering questions from a three person search committee. JAN suggested providing the questions in advance and allowing the application to furnish written responses during the interview.”

JAN Example: An autistic employee working for a large marketing firm

- “Though knowledgeable in her field, she had difficulty participating in work activities with her team. JAN suggested job restructuring, which allowed her to work independently while providing information to her team electronically. This gave the employee the social distance she needed to be comfortable, yet also provided the team with information needed to move forward with marketing campaigns.”

JAN Example: An autistic scientist with the ability to speak at times, but also experiencing episodes when she found it difficult to speak and needed to use a speech device

- She was preparing to present her research at a conference. She pre-recorded audio to go with her slides and brought a tablet with a speech generating app with her in case she needed it during the question and answer portion of her presentation.

What else could it look like?

- Adjusting work schedule – If an autistic employee has to attend any form of therapy due to their disability (physical therapy, occupational therapy).
- Different job requirements – While not taking away the main responsibilities of that job, if someone for example has sensory challenges and is working as a store assistant they may be tasked with not doing garden work due to a textural issue they may have.
- Hiring process
 - Accommodations don't just start once someone gets the job. An autistic potential employee can ask for an accommodation for example, during the interview process (Example: being able to write down the answers versus answering them verbally)

What it doesn't look like

- The 'Undue Hardship' Exception
 - Any 'undue hardship' that would be difficult or expensive to implement
- Eliminating main job functions of that position
- An excuse for lower productivity requirements
- Creating a new position
 - While the position may be adjusted, creating a new job entirely would not count as a reasonable accommodation.
- A need to purchase the highest quality accommodation if a cheaper one exists that still qualifies as per the EEOC.

Disclosure

- Each autistic individual should ask themselves “Does my autism affect my job performance in anyway that accommodations are needed?”
- Assessing your challenges and strengths
 - Did I receive accommodations in High School and/or College? What did they look like?
 - Does the job I’m currently looking at have a history of testimonials where people discuss reasonable accommodations?
 - Disability Equality Index
- Self-diagnosis – Does your disability fall under the Americans with Disabilities Act Amendments Act?

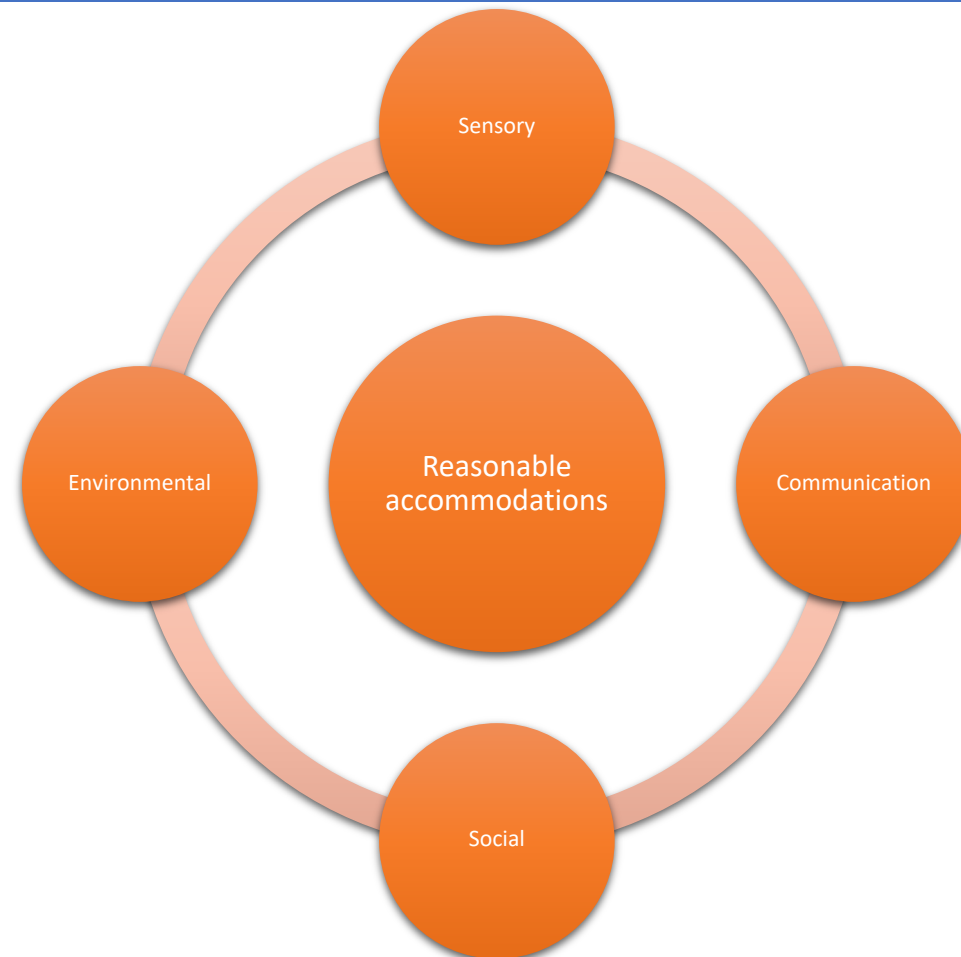
Consider an onboarding course in your workplace around diversity, equity and inclusion.

- In it discuss disability etiquette to help co-workers understand more about potential autistic employees.
 - For example, some employees may prefer identity first language 'autistic' versus person first language 'person with autism.'
- This may help autistic employees who have not yet gone to their supervisor/HR about their diagnosis to do so to perform their job responsibilities more effectively.
- Bring in guest speakers during months like Autism Acceptance Month and National Disability Employment Awareness Month to address these topics in more detail.
 - Include employees who may be willing to share their journeys to establish a greater understanding and rapport among your team internally.

How an autistic employee may ask for an accommodation

- Verbally or In-writing to a supervisor or their HR department
- An autistic employee may go to their HR department if their supervisor initially denies their request
- Important for them to say 'why' the reasonable accommodation is needed. While they don't have to disclose their specific disability an understanding of the challenge is needed.

Reasonable accommodations and what they can look like
(If you attended our previous ATTA Webinar you may remember a few of these considerations)



Things to consider: Sensory issues

- Consider all 5 senses and how your neurodiverse workers may be impacted (hyper-sensitivity or low-sensitivity)
- Light sensitivity
 - Consider dimmers
 - Provide sunglasses or caps
 - Areas in your workplace that are less bright
- Smell sensitivity
 - Is their workplace near an on-site kitchen
 - COVID19 – avoid cleaning products with fragrances
 - Central air, air filters and workplaces near windows

Things to consider: Reasonable accommodations (Sensory)

- Noise sensitivity
 - White noise machines
 - Ear buds
 - Allowing IT to allow neurodiverse workers to have a music service on their company computer
- Taste sensitivity – Consistent food schedule, gluten-free options
- Touch sensitivity – What does your dress code look like?

Things to consider: Reasonable accommodations other areas

- Social - Weekly check-ins with supervisors
 - Make sure employees understand conduct policy and appropriate/inappropriate behaviors in the workplace
 - Consider training videos acting out everyday scenarios that may happen
- Environmental - Quiet Space/Sensory Room/Meditation Room
 - Can an individual take their breaks outside who may need it?

Things to consider: Reasonable accommodations (Communication)

- Recorders, speech to text devices to review assignments/meetings after (i.e. dragonfly naturally speaking)
- Communication supports for those who are non-speaking and minimally verbal (PECS, communication boards)
- Case Study: Yuri who is transmasculine and also autistic put this outside his cubicle. Having HR indicate employees, regardless of disability, can do this to educate others on their potential differences.

TikTok

@aegoaegyo

I'm autistic.

I prefer direct, literal and detailed communication

If I am:

not making eye contact,
not greeting you back,
not understanding your social cues, etc
There is no malicious intent. It is the autism.

Thank you for understanding.

Additional considerations

- Onsite job coaching and peer mentoring
- Visual timers to stay on task
- Tasks that are observable and measurable
- Quarterly professional development opportunities for coworkers to understand the reasonable accommodations those who are neurodiverse may face (diversity training)
- Consider reading the Department of Labor's Office of Disability & Employment Policy, "Business Strategies that Work: A Framework for Disability Inclusion."

For additional reading on this topic

- [Autism Speaks Employment Tool Kit](#)
- [Job Accommodation Network](#)
- [Hireautism.org](#)
- [Microsoft's Neurodiversity Career Connector](#)
- [Mentra: A Neurodiversity Employment Network](#)
- [WhatCanYouDoCampaign.Org](#)

Friendly reminder:

Autistic adults are more likely to stay at a job longer and take fewer days off than their neurotypical coworkers.

Also, the majority of reasonable accommodations provided to autistic employees cost \$0.

It's time to give autistic people a chance to succeed

Would you like Dr. Kerry Magro, a professional speaker and self-advocate to give a lunch-and-learn with your company on this topic for professional development? Send him an inquiry at [Kerrymagro.com/contact](https://kerrymagro.com/contact)



- 1. Take your cell phone out.**
- 2. Go to the camera app like you'd be taking a photo.**
- 3. Zoom in on this QR Code and tap that little box that shows up called (bit.ly) that will show up to give you access to the list!**



Thank you! Questions?

Powerpoint slides and the resources are available at <https://bit.ly/freeautismresources> (<- all lower case)

Website: Kerrymagro.com

Email: Kerrymagro@gmail.com

Facebook Fan Page:
Facebook.com/kerrysautismjourney

Facebook: Facebook.com/Kerry.Magro

Twitter: Twitter.com/KerryMagro

Instagram: Instagram.com/kerrymagro

TikTok: tiktok.com/kerrymagro